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AOTA Approved Provider #4023

**Course Title:** Ethical Awareness 205

**Sub-Title:** Ethical and Legal Issues in Employment

**Target Audience:** OT/OTA

**Course Length:** 2 hours

**Course Author/Instructor:** Saporito, DC / Brown, MS, OTR/L, CHT

**Educational Level:** Introductory, Intermediate, Advanced

**Course Objectives:**

At the end of this course, participants will be able to:

- Differentiate employment at will versus employment under contract
- Summarize the history of federal regulation of labor – management relations
- Describe the five major sections of the Americans with Disabilities Act of 1990
- Recognize sexual harassment in the workplace
- Define “ordinary reasonable person” as it pertains to sexual harassment
- Differentiate the vicarious liability of an employer relative to employees and independent contractors
- Explain the considerations in writing a letter of recommendation
- Outline the requirements for an enforceable restrictive covenant

**Outline of Content:**

**Hour #1**

EMPLOYMENT AT WILL VERSUS EMPLOYMENT UNDER CONTRACT  
LABOR-MANAGEMENT RELATIONS

Age Discrimination in Employment Act of 1967; Older Workers Benefit  
Protection Act of 1990

Americans with Disabilities Act of 1990

Civil Rights Act of 1964, Title VII

Civil Rights Act of 1991

**Hour #2**

Drug-Free Workplace Act of 1988

Employee Polygraph Protection Act of 1988

SELECTED FEDERAL AND STATE LAWS AND AGENCIES

ETHICAL AND LEGAL ISSUES IN WORKPLACE SEXUAL HARASSMENT  
HUMAN RESOURCE MANAGEMENT ISSUES  
Recruitment and Selection  
Restrictive Covenants in Employment Contracts  
SUMMARY

**Instructional Methods and Formats:**

Online course available 24/7 at [www.OnlineCE.com](http://www.OnlineCE.com) includes PDF downloadable course. See course formats for additional details.

**Course Completion Requirements:**

A minimum passing score of 100% is required for course completion. You will have as many attempts as needed until your passing score of 100% is achieved. Upon successful completion of course, you will receive your certificate of completion and AOTA eligible CEUs.

**AOTA Classification Codes:**

Category 1: Domain of OT

Category 2: Occupational Therapy Process

Category 3: Professional Issues

**Additional Policies:**

OnlineCE Policies are available by clicking on the tab – Policies – located in the left hand navigation bar.

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